

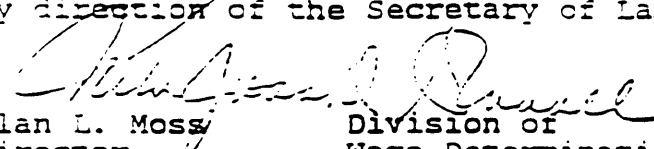
ATTACHMENT J.4.9

U.S. DEPARTMENT OF LABOR WAGE DETERMINATION

(UNDER THE SERVICE CONTRACT ACT) - DETERMINATION NO. 94-2413,

REVISION NO.3, DATED 8/18/95

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor


Alan L. Moss
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATIVE
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 94-2413
Revision No.: 3
Date of Last Revision: 08/18/1995

State(s): Indiana, Kentucky, Ohio

Area: INDIANA COUNTIES OF DEARBORN, FRANKLIN, OHIO, RIPLEY, SWITZERLAND.
KENTUCKY COUNTIES OF BOONE, BRACKEN, CAMPBELL, CARROLL, GALLATIN,
GRANT, KENTON, MASON, PENDLETON.
OHIO COUNTIES OF BROWN, BUTLER, CLERMONT, HAMILTON, WARREN.

** Fringe Benefits Required For All Occupations Included In
This Wage Determination Follow The Occupational Listing **

OCCUPATION CODE AND TITLE

MINIMUM HOURLY WAGE

ADMINISTRATIVE SUPPORT AND CLERICAL:

01011 Accounting Clerk I	\$ 7.98
01012 Accounting Clerk II	\$ 8.53
01013 Accounting Clerk III	\$ 10.63
01014 Accounting Clerk IV	\$ 12.37
01030 Court Reporter	\$ 10.94
01050 Dispatcher, Motor Vehicle	\$ 10.94
01060 Document Preparation Clerk	\$ 9.80
01090 Duplicating Machine Operator	\$ 9.80
01110 Film/Tape Librarian	\$ 9.21
01115 General Clerk I	\$ 6.85
01116 General Clerk II	\$ 7.57
01117 General Clerk III	\$ 9.80
01118 General Clerk IV	\$ 11.89
01120 Housing Referral Assistant	\$ 12.77
01131 Key Entry Operator I	\$ 7.75
01132 Key Entry Operator II	\$ 9.19
01191 Order Clerk I	\$ 8.72
01192 Order Clerk II	\$ 11.38
01220 Order Filler	\$ 11.59
01261 Personnel Assistant (Employment) I	\$ 8.99
01262 Personnel Assistant (Employment) II	\$ 10.10
01263 Personnel Assistant (Employment) III	\$ 12.31
01264 Personnel Assistant (Employment) IV	\$ 13.70
01270 Production Control Clerk	\$ 12.77
01290 Rental Clerk	\$ 9.21
01300 Scheduler, Maintenance	\$ 9.21
01311 Secretary I	\$ 9.21
01312 Secretary II	\$ 10.94
01313 Secretary III	\$ 12.77
01314 Secretary IV	\$ 14.95
01315 Secretary V	\$ 16.74
01320 Service Order Dispatcher	\$ 9.21
01341 Stenographer I	\$ 8.74
01342 Stenographer II	\$ 10.19

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THE SERVICE CONTRACT ACT,
By direction of the Secretary of Labor:

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATIVE
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Alan L. Moss
Director

Division of
Wage Determinations

Wage Determination No.: 96-0100

Date of Last Revision: 03/21/1996

State(s): Ohio

Area: OHIO COUNTIES OF HAMILTON.

**** Fringe Benefits Required For All Occupations Included In
This Wage Determination Follow The Occupational Listing ****

OCCUPATION	MINIMUM HOURLY WAGE
Employed on contract at Fernald Environmental Mgmt Project at the above locality:	

In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor in performing the above services and covered by the collective bargaining agreement(s) between Fernald Environmental Restoration and 1) International Guards Union of America; effective October 1, 1993 through November 30, 1997; 2) Fernald Atomic Trades and Labor Council, AFL-CIO; effective October 1, 1995 are to be paid wage rates and fringe benefits set forth in the bargaining agreement(s).

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$4.25 per week (or \$.85 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
(Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

NOTE:

In accordance with Section 4(c) of the Service Contract Act, as amended, the wage rates and fringe benefits set forth in this wage determination are based on a collective bargaining agreement(s) under which the incumbent contractor is operating. The wage determination sets forth the wage rates and fringe benefits provided by the collective bargaining agreement and applicable to performance on the service contract. However, failure to include any job classification, wage rate, or fringe benefit encompassed in the collective bargaining agreement does not relieve the successor contractor of the statutory requirements to comply as a minimum with the terms of the collective bargaining agreement insofar as wages and fringe benefits are concerned.

01400 Supply Technician	\$ 14.95
01420 Survey Worker(Interviewer)	\$ 10.94
01460 Switchboard Operator- Receptionist	\$ 8.11
01531 Travel Clerk I	\$ 7.64
01532 Travel Clerk II	\$ 8.15
01533 Travel Clerk III	\$ 8.65
01551 Typist I	\$ 7.59
01552 Typist II	\$ 8.97
01611 Word Processor I	\$ 8.97
01612 Word Processor II	\$ 10.93
01613 Word Processor III	\$ 12.22

AUTOMATIC DATA PROCESSING:

03010 Computer Data Librarian	\$ 9.59
03041 Computer Operator I	\$ 9.59
03042 Computer Operator II	\$ 10.73
03043 Computer Operator III	\$ 12.90
03044 Computer Operator IV	\$ 15.03
03045 Computer Operator V	\$ 16.64
03071 Computer Programmer I 1/	\$ 13.71
03072 Computer Programmer II 1/	\$ 15.84
03073 Computer Programmer III 1/	\$ 17.50
03074 Computer Programmer IV 1/	\$ 21.16
03101 Computer Systems Analyst I 1/	\$ 19.63
03102 Computer Systems Analyst II 1/	\$ 22.84
03103 Computer Systems Analyst III 1/	\$ 25.70
03160 Peripheral Equipment Operator	\$ 9.59

AUTOMOTIVE SERVICE:

05005 Automobile Body Repairer, Fiberglass	\$ 16.78
05010 Automotive Glass Installer	\$ 15.60
05040 Automotive Worker	\$ 15.60
05070 Electrician, Automotive	\$ 16.19
05100 Mobile Equipment Servicer	\$ 14.47
05130 Motor Equipment Metal Mechanic	\$ 16.78
05160 Motor Equipment Metal Worker	\$ 15.60
05190 Motor Vehicle Mechanic	\$ 16.78
05220 Motor Vehicle Mechanic Helper	\$ 13.84
05250 Motor Vehicle Upholstery Worker	\$ 15.01
05280 Motor Vehicle Wrecker	\$ 15.60
05310 Painter, Automotive	\$ 16.19
05340 Radiator Repair Specialist	\$ 15.60
05370 Tire Repairer	\$ 14.47
05400 Transmission Repair Specialist	\$ 16.78

FOOD PREPARATION AND SERVICE:

07010 Baker	\$ 11.68
07041 Cook I	\$ 10.83
07042 Cook II	\$ 11.68
07070 Dishwasher	\$ 8.96
07100 Food Service Worker	\$ 8.96
07130 Meat Cutter	\$ 11.68
07250 Waiter/Waitress	\$ 9.53

FURNITURE MAINTENANCE AND REPAIR:

09010 Electrostatic Spray Painter	\$ 16.19
09040 Furniture Handler	\$ 12.73
09070 Furniture Refinisher	\$ 16.19
09100 Furniture Refinisher Helper	\$ 13.84
09110 Furniture Repairer, Minor	\$ 15.01
09130 Upholsterer	\$ 16.19

GENERAL SERVICES AND SUPPORT:

11030 Cleaner, Vehicles	\$ 8.96
11060 Elevator Operator	\$ 8.96
11090 Gardener	\$ 10.83
11121 Housekeeping Aide I	\$ 8.34
11122 Housekeeping Aide II	\$ 8.96
11150 Janitor	\$ 7.04
11180 Laborer	\$ 9.73
11210 Laborer, Grounds Maintenance	\$ 9.53
11240 Maid or Houseman	\$ 8.34
11270 Pest Controller	\$ 11.24
11300 Refuse Collector	\$ 8.96
11360 Window Cleaner	\$ 9.53

ALTH:

12010 Ambulance Driver	\$ 10.78
12040 Emergency Medical Technician	\$ 10.78
12070 Licensed Practical Nurse	\$ 9.47
12100 Medical Assistant	\$ 8.47
12130 Medical Laboratory Technician	\$ 8.47
12160 Medical Record Clerk	\$ 8.47
12190 Medical Record Technician	\$ 11.73
12220 Nursing Assistant	\$ 7.54
12250 Pharmacy Technician	\$ 10.56
12280 Phlebotomist	\$ 8.47
12311 Registered Nurse I	\$ 13.57
12312 Registered Nurse II	\$ 16.73
12313 Registered Nurse II, Specialist	\$ 16.73
12314 Registered Nurse III	\$ 20.24
12315 Registered Nurse III, Anesthetist	\$ 20.24
12316 Registered Nurse IV	\$ 24.26

INFORMATION AND ARTS:

13002 Audiovisual Librarian	\$ 14.95
13011 Exhibits Specialist I	\$ 14.01
13012 Exhibits Specialist II	\$ 15.72
13013 Exhibits Specialist III	\$ 19.40
13041 Illustrator I	\$ 14.01
13042 Illustrator II	\$ 15.72
13043 Illustrator III	\$ 19.40
13050 Library Technician	\$ 10.94
13071 Photographer I	\$ 10.89
13072 Photographer II	\$ 14.01
13073 Photographer III	\$ 15.72
13074 Photographer IV	\$ 19.40
13075 Photographer V	\$ 23.46

LAUNDRY, DRY CLEANING, PRESSING:

15010 Assembler	\$ 5.55
15030 Counter Attendant	\$ 5.55
15040 Dry Cleaner	\$ 7.29
15070 Finisher, Flatwork, Machine	\$ 5.55
15090 Presser, Hand	\$ 5.55
15100 Presser, Machine, Dry Cleaning	\$ 5.55
15130 Presser, Machine, Shirts	\$ 5.55
15160 Presser, Machine, Wearing Apparel, Laundry	\$ 5.55
15190 Sewing Machine Operator	\$ 7.86
15220 Tailor	\$ 8.41
15250 Washer, Machine	\$ 6.13

MACHINE TOOL OPERATION AND REPAIR:

19010 Machine-tool Operator (Toolroom)	\$ 16.19
19040 Tool and Die Maker	\$ 18.39

MATERIALS HANDLING AND PACKING:

21010 Fuel Distribution System Operator	\$ 14.47
1020 Material Coordinator	\$ 11.65
21030 Material Expediter	\$ 11.65
21040 Material Handling Laborer	\$ 12.06
21071 Forklift Operator	\$ 12.59
21100 Shipping/Receiving Clerk	\$ 10.00
21130 Shipping Packer	\$ 10.00
21150 Stock Clerk	\$ 10.33
21210 Tools and Parts Attendant	\$ 13.22
21400 Warehouse Specialist	\$ 10.75

MECHANICS AND MAINTENANCE AND REPAIR:

23010 Aircraft Mechanic	\$ 16.78
23040 Aircraft Mechanic Helper	\$ 13.84
23060 Aircraft Servicer	\$ 15.01
23070 Aircraft Worker	\$ 15.60
23100 Appliance Mechanic	\$ 16.19
23120 Bicycle Repairer	\$ 14.47
23125 Cable Splicer	\$ 16.78
23130 Carpenter, Maintenance	\$ 16.19
23140 Carpet Layer	\$ 15.60
23160 Electrician, Maintenance	\$ 17.82
23181 Electronics Technician, Maintenance I	\$ 11.37
23182 Electronics Technician, Maintenance II	\$ 15.86
23183 Electronics Technician, Maintenance III	\$ 18.15
3260 Fabric Worker	\$ 15.01
23290 Fire Alarm System Mechanic	\$ 16.78
23310 Fire Extinguisher Repairer	\$ 14.47
23340 Fuel Distribution System Mechanic	\$ 16.78
23370 General Maintenance Worker	\$ 15.60
23400 Heating, Refrigeration and Air Conditioning Mechanic	\$ 16.78

23430 Heavy Equipment Mechanic	\$ 16.78
23460 Instrument Mechanic	\$ 16.78
23500 Locksmith	\$ 16.19
23530 Machinery Maintenance Mechanic	\$ 17.49
23550 Machinist, Maintenance	\$ 16.78
23580 Maintenance Trades Helper	\$ 13.84
23640 Millwright	\$ 16.78
23700 Office Appliance Repairer	\$ 16.19
23740 Painter, Aircraft	\$ 16.19
23760 Painter, Maintenance	\$ 16.19
23790 Pipefitter, Maintenance	\$ 16.78
23800 Plumber, Maintenance	\$ 16.19
23820 Pneumatic Systems Mechanic	\$ 16.78
23850 Rigger	\$ 16.78
23870 Scale Mechanic	\$ 15.60
23890 Sheet-metal Worker, Maintenance	\$ 16.78
23910 Small Engine Mechanic	\$ 15.60
23930 Telecommunications Mechanic I	\$ 16.78
23940 Telecommunications Mechanic II	\$ 17.37
23950 Telephone Lineman	\$ 16.78
23960 Welder, Combination, Maintenance	\$ 16.78
23965 Well Driller	\$ 16.78
23970 Woodcraft Worker	\$ 16.78
23980 Woodworker	\$ 14.47

PERSONAL NEEDS:

24570 Child Care Attendant	\$ 9.10
24600 Chore Aide	\$ 8.34
24630 Homemaker	\$ 12.61

PLANT AND SYSTEM OPERATION:

25010 Boiler Tender	\$ 16.78
25040 Sewage Plant Operator	\$ 16.19
25070 Stationary Engineer	\$ 16.78
25190 Ventilation Equipment Tender	\$ 13.84
25210 Water Treatment Plant Operator	\$ 16.19

PROTECTIVE SERVICE:

27004 Alarm Monitor	\$ 11.88
27010 Court Security Officer	\$ 13.25
27040 Detention Officer	\$ 13.25
27070 Firefighter	\$ 14.08
27101 Guard I	\$ 6.52
27102 Guard II	\$ 11.88
27130 Police Officer	\$ 16.03

TECHNICAL:

29020 Archeological Technician	\$ 17.86
29030 Cartographic Technician	\$ 17.86
29040 Civil Engineering Technician	\$ 17.86
29061 Drafter I	\$ 9.52
29062 Drafter II	\$ 10.70
29063 Drafter III	\$ 14.43
29064 Drafter IV	\$ 17.86
29070 Embalmer	\$ 14.35
29081 Engineering Technician I	\$ 9.52

29082	Engineering Technician II	\$ 11.05
29083	Engineering Technician III	\$ 13.81
29084	Engineering Technician IV	\$ 17.80
29085	Engineering Technician V	\$ 19.58
29086	Engineering Technician VI	\$ 23.66
29090	Environmental Technician	\$ 15.03
29210	Laboratory Technician	\$ 12.90
29240	Mathematical Technician	\$ 17.80
29330	Mortician	\$ 14.35
29390	Photooptics Technician	\$ 17.80
29480	Technical Writer	\$ 21.16
29620	Weather Observer, Senior 2/	\$ 15.03
29621	Weather Observer, Combined 2/ Upper Air and Surface Programs	\$ 12.90
29622	Weather Observer, Upper Air 2/	\$ 12.90

**TRANSPORTATION/MOBILE EQUIPMENT
OPERATION:**

31030	Bus Driver	\$ 12.20
31100	Driver Messenger	\$ 10.32
31200	Heavy Equipment Operator	\$ 16.02
31290	Shuttle Bus Driver	\$ 10.78
31300	Taxi Driver	\$ 10.32
31361	Truckdriver, Light Truck	\$ 10.78
31362	Truckdriver, Medium Truck	\$ 12.20
31363	Truckdriver, Heavy Truck	\$ 12.53
36364	Truckdriver, Tractor-Trailer	\$ 14.10

MISCELLANEOUS:

99005	Aircraft Quality Control Inspector	\$ 18.79
99020	Animal Caretaker	\$ 9.97
99030	Cashier	\$ 7.42
99040	Child Care Center Clerk	\$ 11.35
99050	Desk Clerk	\$ 9.10
99260	Instructor	\$ 19.01
99300	Lifeguard	\$ 8.11
99350	Park Attendant (Aide)	\$ 10.18
99400	Photofinishing Worker	\$ 8.11
99500	Recreation Specialist	\$ 12.61
99510	Recycling Worker	\$ 10.37
99610	Sales Clerk	\$ 8.11
99630	Sports Official	\$ 8.11
99658	Survey Party Chief	\$ 15.98
99659	Surveying Technician	\$ 11.96
99660	Surveying Aide	\$ 8.72
99690	Swimming Pool Operator	\$ 11.68
99720	Vending Machine Attendant	\$ 10.37
99730	Vending Machine Repairer	\$ 11.68
99740	Vending Machine Repairer Helper	\$ 10.37

**** Fringe Benefits Required For All Occupations Included In
This Wage Determination ****

HEALTH & WELFARE: \$0.90 per hour or \$36.00 per week or \$156.00 per

month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years; 4 weeks after 15 years; 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg 4.173)

HOLIDAYS: Minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

1/

Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See 29 CFR 4.156)

2/

APPLICABLE TO WEATHER OBSERVERS ONLY - NIGHT PAY & SUNDAY PAY: If you work at night as a part of a regular tour of duty, you will earn a NIGHT DIFFERENTIAL and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$4.25 per week (or \$.85 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards

set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Titles and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by First Supplement December 1993, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
(Standard Form 1444 (SF 1444))**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's

recommendations and pertinent information including the position of the contractor and the employees. to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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